



This is the Role I Never Thought Existed

Jayne Major | Special Counsel | Virtual Office

This is the Role I Never Thought Existed.

From day one, they wanted me for who I am.

I spent seven years at a big firm on the traditional partner track after law school and always knew what I really loved—doing the actual lawyering. Drafting, going to court, talking to clients, trying cases—I loved it all. But I wasn't interested in client development and other expectations often associated with that traditional path. I had two young kids at home and knew something had to give. I went in-house for an equal length of time but came to another crossroads. When I interviewed here, I still felt that same way about the traditional firm path. But this time, expressing why I was not interested in the partner track (previously seen as a negative) was suddenly exactly what Fisher Phillips was looking for.

I'm doing what I love, every day.

Seventy-five percent of my caseload is work I do all the time—employment discrimination, race, gender, retaliation—but each case is different. One day I'm analyzing and uncovering a falsified text message central to a case; two days later, I'm on the phone with the relieved client. The other 25 percent? That's where I grow. I'm training clients, leading arbitrations, and getting another interesting assignment. It keeps me fresh and sharp.

I have a work-life balance that's real—and respected.

It could honestly bring tears to my eyes because I get to be the mom I want to be. I'm home for dinner every night. I go on the field trips. If one of my kids forgets something, I can drop it off. That wasn't possible in my old life. And no one here sees that as a lack of ambition. I can take the morning off and work at night after everyone's asleep. Or hammer it out in one day and take the next off when the kids don't have camp. It's everything my family and I needed.

I've got autonomy, trust – and the role I didn't think existed.

I've earned trust here, and it shows. Partners hand me cases and let me run with them because they know I'll get it done. I've got real autonomy—something I didn't fully believe was possible until I experienced it. I get to be a trusted attorney, a great mom, and a whole, happy person. The job is exactly what I hoped it would be. Actually, it's even better.

The Virtual Office feels like a community.

Just because I work from home doesn't mean I feel isolated. The firm has worked hard to build community—holiday parties, team pods, Teams channels where we share ideas, ask questions, and collaborate. I feel connected, supported, and genuinely part of a team.

My work makes a real difference for clients.

I love helping small businesses. I've had demand letters from attorneys who've completely backed off after just a few hours of work. One client told me, "I've paid millions to attorneys over the years, and you're right there with the best of the best." It feels so good to be able to turn things around for someone like that.

Happiness at work starts with life outside of it.

You don't have to have kids to want a life outside of work. Maybe you just value your time. I do, too. And, honestly, liking my outside life makes me better at my job. I'm happier, more focused, and more motivated.

Meet Jayme Major***Learn More About Our Virtual Office.***